



Understanding, Preventing, & Supporting Around Microaggressions

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Definitions

Is it a
microaggression?

Responding

Why
microaggressions
matter

Resources



Why microaggressions matter...



Group
Commitments

Group Commitments

- I will be present
- I will accept a lack of closure
- I will not ask someone to represent a group

Why microaggressions matter...



Group
Commitments



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Social Identity	Privileged Groups	Oppressed/Marginalized Groups	Oppressive System
Race	White	People of Color	Racism/White Supremacism
Gender	Cis-gender Men	Women, Trans, Non-binary	Sexism/Patriarchy
Gender	Cis-gender Men and Women	Trans, Non-binary, gender nonconforming	Genderism/Transphobia
Sexual Orientation	Heterosexual People	LGBTQ+ People	Heterosexist/Heteropatriarchy/Homophobia
Class	Wealthy/Upper-class	Poor, Working-class, Un-housed People	Classism
Ability	Able-bodied, Neurotypical People	Diverse & Dis/abled and Neurodiverse People	Ableism
Age	Young/ Adults	Elders, youth, children	Ageism
Nationality (USA)	Documented Citizen	Undocumented Non-citizen	Nativism

Race & Racism

Microaggressions

Types

What is a Microaggression?

Microaggressions are subtle insults (verbal, nonverbal, and/or visual) directed toward [marginalized people], often automatically or unconsciously. (Solorzano, Ceja, & Yosso, 2000)



"Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative [othering] slights and insults toward [marginalized people]." (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin, 2007)



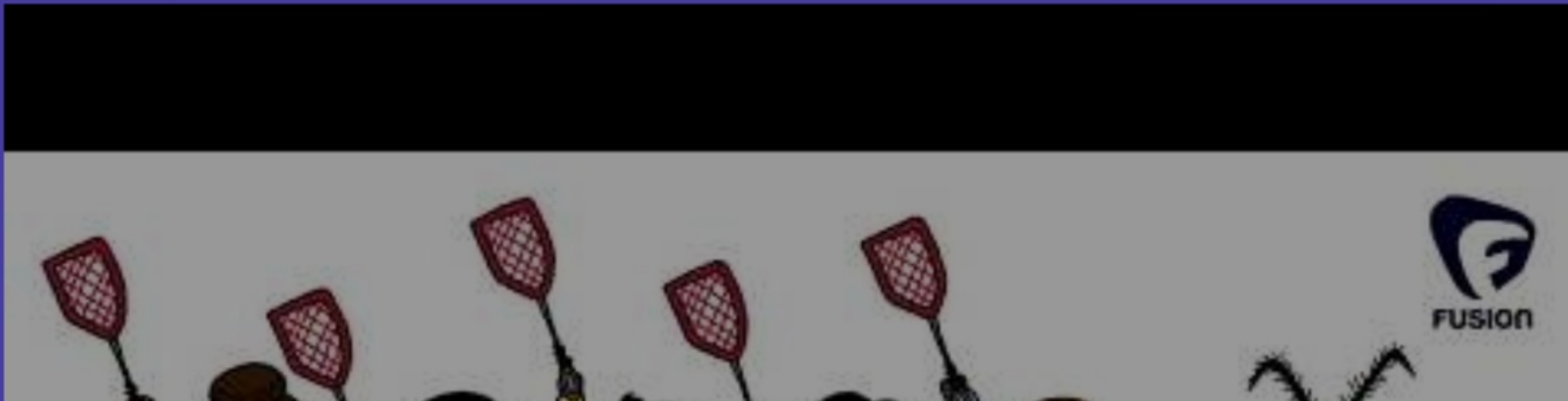
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Microaggression



Negative impact
Harm

Oppressed/
marginalized
group

Systems of Oppression harm those oppressed

Racism harms people of color

HeteroSexism harms women and those who are LGTBTIQ+

Ableism harms those with diverse abilities and those who are neurodiverse

Classism harms those from low socioeconomic backgrounds



Definitions

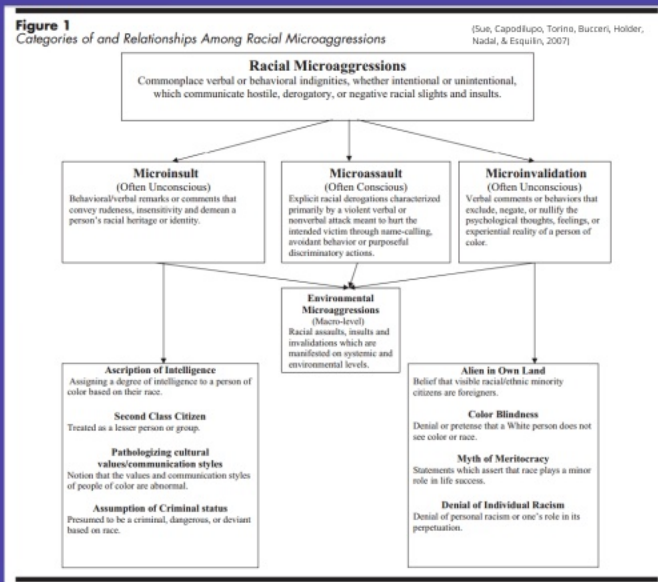
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Types of Microaggressions



Microassault

Using a racial, ableist, or heterosexist slur

Microinsult

You're so articulate!

Where are you really from?

Stealth

Ignoring
Avoiding eye contact

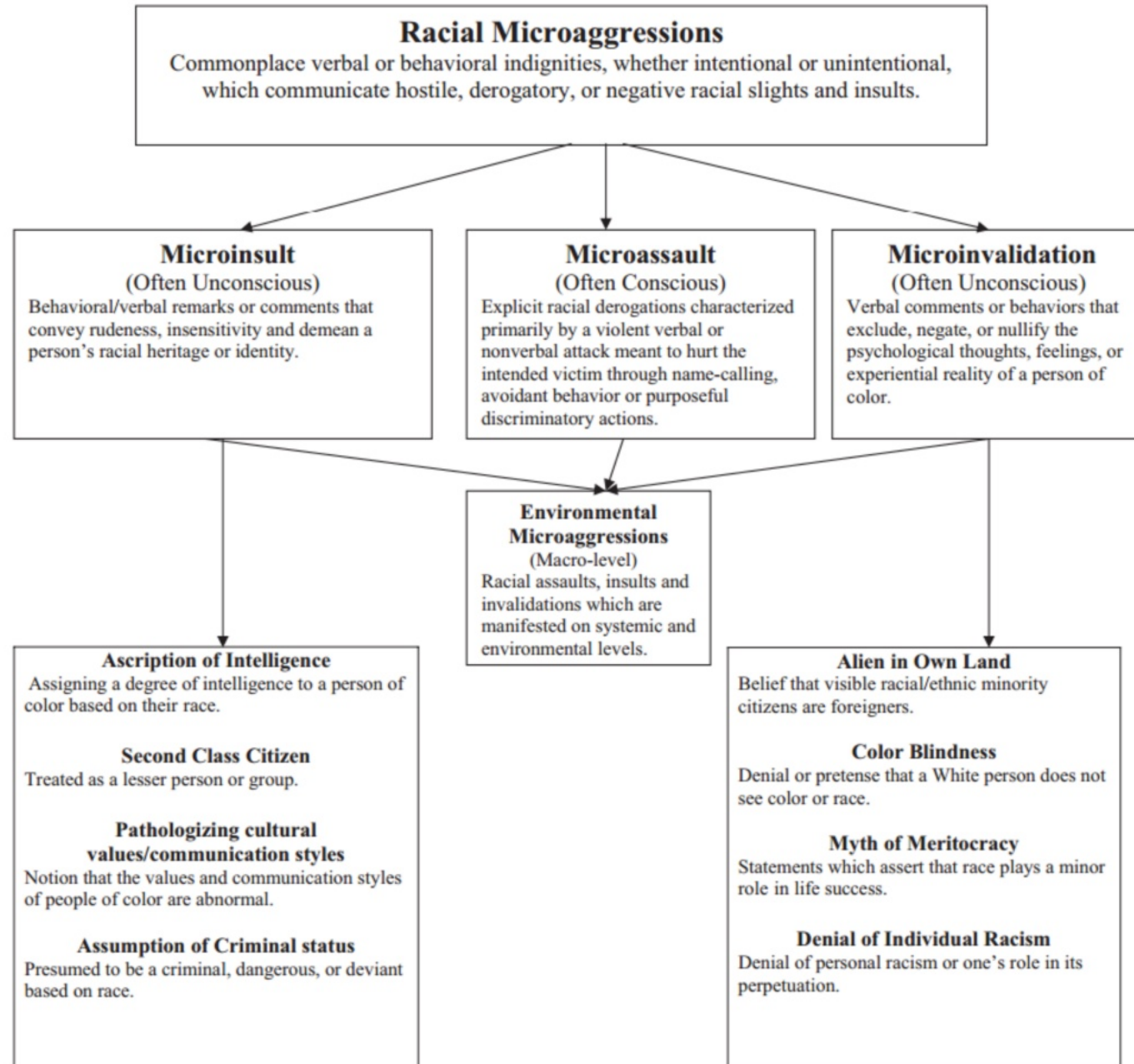
(Nishi, 2021)

Microinvalidation

I didn't mean it like that.

Figure 1
Categories of and Relationships Among Racial Microaggressions

(Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin, 2007)



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Microaggression or not?

- I will share a comment
- Hold up a post-it:
 - Red: Microaggression
 - Green: not a microaggression
 - Yellow: Not sure

Comments

-
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 - Hold up a post-it:
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 - Yellow: Not sure

Microaggression?

You look nice today; did you come from court?

I don't see race
or gender, I just
see people.

You should
smile more.

I can't pronounce your name; do you have an
American one?

Using the
wrong
pronouns

Why is there an elevator at the gym?
Aren't we here to work out?

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Comments



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A Script for Responding

Thank you for trusting me enough to share this with me.

I apologize for harming you.
You shouldn't have to experience this.

I'm going to learn from this and do more research and I will do better in the future.

References

References

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Nishi, N. W. (2021). It's only micro when you don't experience it: Stealth racist abuse in college algebra. *Journal of Diversity in Higher Education*.

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email Naomi: naomi.nishi@colostate.edu

CSU: Implicit Bias Reporting System:
<https://biasreporting.colostate.edu/>

Office of Inclusive Excellence: <https://inclusiveexcellence.colostate.edu/>



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